Middlebury

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Dear Colleagues,

A labor union called AFSCME Council 93 is holding meetings for Middlebury College Facilities Services employees and asking you to sign a Union Authorization Card.

We would like you to know that the Union Authorization Card is a legal document that will be presented to a federal agency as proof that you support converting your workplace into a Union Shop and that you are personally agreeing to become a dues-paying member of the union.

As with any legal document, we advise you to not sign the Union Authorization Card until you have all the facts and fully understand all the potential consequences of signing.

Middlebury supports your right to choose whether to unionize. We also encourage you to be fully informed about your decision.

No one should pressure you into making that decision. This means that you have the right under federal law to say yes. You also have the right under federal law to say no. If a union organizer attempts to contact you, either by phone or at your home, you have the right to engage in conversation freely. You also have the right to reject the call or ask them to leave your property.

We know that many of you have raised legitimate and important concerns about your jobs. We also believe that joining an outside labor union to address those concerns is not the answer.

Unionization is a serious step that will fundamentally change not only your working relationships but your daily working environment. You might hear and discuss the advantages to unionization, and you have a right to do so. We also believe there are some significant disadvantages to taking this approach, including the requirement that everyone affected by the decision pay expensive union dues through mandatory deductions from your paycheck.

Middlebury has a long tradition as an employer providing stable jobs and excellent benefits—and as a place where everyone works in a spirit of teamwork, mutual respect, and open communications. We believe that the best way to address the important issues that have come up is by continuing to work together.

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We also believe that Middlebury employees will be better off working in a union-free environment.

If you have any questions or wish to discuss this issue, please feel free to speak with your supervisor, your manager, or our colleagues in the Human Resources office.

Sincerely,

Karen L. Miller
Vice President for Human Resources and Chief Risk Officer